



Legislation Details (With Text)

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On agenda: 5/17/2022 **Final action:**

Title: Terms of a Side Letter Agreement between the City of San José, the International Union of Operating Engineers, Local No. 3 (OE#3) and Amending the Pay Plan. - RENUMBERED FROM ITEM 3.4

Sponsors:

Indexes:

Code sections:

Attachments: 1. Memorandum, 2. Resolution

Date	Ver.	Action By	Action	Result
5/17/2022	1	City Council		

Terms of a Side Letter Agreement between the City of San José, the International Union of Operating Engineers, Local No. 3 (OE#3) and Amending the Pay Plan. - RENUMBERED FROM ITEM 3.4

Adopt a resolution to:

(a) Approve the terms of a Side Letter Agreement with the International Union of Operating Engineers, Local No. 3 (OE#3) to:

- (1) Provide employees in the Maintenance Assistant FT/PT (3108/3109) classification with an approximate 3.60% pensionable pay increase effective the beginning of the first full pay period after the Side Letter Agreement has been signed by all parties and has been approved by the City Council;
- (2) Provide employees in the Maintenance Worker I FT/PT (3113/3112) classification with an approximate 14.60% pensionable pay increase effective the beginning of the first full pay period after the Side Letter Agreement has been signed by all parties and has been approved by the City Council;
- (3) Provide employees in the Maintenance Worker II (3114) classification with an approximate 14.30% pensionable pay increase effective the beginning of the first full pay period after the Side Letter Agreement has been signed by all parties and has been approved by the City Council;
- (4) Provide employees in the Senior Maintenance Worker (3115) classification with an approximate 9.15% pensionable pay increase effective the beginning of the first full pay period after the Side Letter Agreement has been signed by all parties and has been approved by the City Council; and
- (5) Effective June 26, 2022, Council Policy 3-3 Living Wage Policy will no longer apply to employees represented by OE#3.

(b) Amend the City of San José Pay Plan as follows:

- (1) Increase the annual salary range of the classification of Maintenance Assistant FT/PT (3108/3109) to \$47,819.20 - \$60,985.60, effective May 29, 2022;
- (2) Increase the annual salary range of the classification of Maintenance Worker I FT/PT (3113/3112) to \$60,028.80 - \$73,008.00, effective May 29, 2022;
- (3) Increase the annual salary range of the classification of Maintenance Worker II (3114) to \$66,664.00 - \$81,078.40, effective May 29, 2022; and
- (4) Increase the annual salary range of the classification of Senior Maintenance Worker (3115) to \$78,644.80 - \$95,680.00, effective May 29, 2022.

CEQA: Not a Project, File No. PP17-010, City Organizational and Administrative Activities resulting in no

changes to the physical environment. (City Manager)
[RENUMBERED FROM ITEM 3.4 (22-694)]